
ASPIRA, Inc.

of New Jersey



Leadership Through Education

Annual Report

for the year ended

June 30, 1990

ASPIRA, Inc. of New Jersey is a nonprofit organization providing counseling and leadership development programs to Puerto Rican, Hispanic and other minority youth. It was founded in 1968 when a group of Hispanic educators and community leaders saw the need to alleviate the alarming dropout rate among Puerto Ricans in the state. Since then, ASPIRA has grown tremendously from a small organization serving students from the Greater Newark area in 1985, to a state wide agency serving students from seventeen high schools throughout the Camden, Hudson, Essex, Passaic and Mercer Counties in 1990.

ASPIRA's mission of "Leadership through Education" promotes:

- a value for education*
- community awareness and participation*
- a positive self-identity*
- the development of leadership skills*
- parent awareness of educational programs and policies that affect their children*

LETTER FROM THE EXECUTIVE DIRECTOR

The 1989/90 year was one that demonstrated much promise and accomplishment for ASPIRA of New Jersey. The agency served over 2,798 students through direct counseling services and activities like field trips, seminars and workshops. Of the 433 high school seniors and college graduates we worked with, 339 were placed in various forms of post-secondary educational programs including medical school.

Our most significant change in the program area was the development of the Math and Science Unit. ASPIRA focused on developing student's skills in math and science by providing tutorial services on a daily basis. To make students aware of educational and career opportunities in these fields, two math and science conferences were organized. One of these was specifically held for middle school youngsters as part of our early intervention efforts.

The 1989/90 year will be remembered for the innovative partnerships and collaboration which took place.

The Educational Testing Service (ETS) and the ASPIRA Association formed a partnership to increase the access of Hispanic and other minority students to post-secondary education. This collaboration will take place over three years in the form of conferences, workshops and other joint projects.

This year, ASPIRA of New Jersey staff attended several workshops on the college selection and application process, financial aid and PSAT testing. ETS hopes that ASPIRA counselors will be able to influence a student's curriculum on an individual basis so that their test scores improve and they are better prepared for entering college.

The partnership forged between ASPIRA and the community at large was self-evident at our 14th Annual Luncheon, held in March. This year's luncheon was the largest ever with over 300 people,

representing business, education and community leaders throughout the state, coming together to witness the agency's accomplishments over the years.

The luncheon's keynote speaker, Hon. Myrna Milan, Newark Municipal Court Judge and the first Hispanic woman to serve in that position, described how ASPIRA helped her find her identity as a Puerto Rican teenager living in the United States. *"The aim is to create young men and women who are comfortable in society and who contribute to the community."*

Another form of partnership which was formally established this year was that between ASPIRA and its alumni. The ASPIRA Alumni Association of New Jersey (AALAS) was formed in January. Their mission is to develop a strong professional network for alumni, provide career assistance, be a source of mentors for current Aspirantes, and advocate for the agency. Through AALAS, alumni can assume a greater role in responding to the needs of our youth while remaining involved in ASPIRA's mission of promoting leadership through education.

The 1989/90 year also marked the beginning of ASPIRA's capital campaign: Building on Two Decades of Service. After several relocations due to the constant demand for space and the escalating rents in Newark, ASPIRA's Board of Directors decided that the time had come for the agency to buy a home.

In 1989, following a year of feasibility studies and expert advise, ASPIRA moved to the building at 390 Broad Street in Newark with an option to buy.

The \$1.5 million campaign goal includes the purchase price and renovation costs of the building. This building will enable us to offer innovative programs which were not possible before. It will house a computer lab, classrooms for bilingual instruction and General Educational Development (GED) preparation.



We are all grateful to those on the capital campaign committee who have been so committed in raising this money. I would specially like to thank Bishop David Arias of the Newark Archdiocese, Raymond G. Chambers, Chairman of Amelior Foundation, New Jersey Bell President and CEO, James Cullen, Jerome Greco, Senior Vice President of First Fidelity Bank, Edward J. Lenihan, Alan V. Lowenstein of Lowenstein, Sandler, Kohl, Fisher and Boilam, and Catherine McFarland, Executive Director of Victoria Foundation, for their effort and support.

As we enter the nineties, ASPIRA's challenges are greater than ever before. Unfortunately, our young people continue to dropout of school at alarming rates. It is a hard reality that the school system cannot do it alone. Organizations such as ASPIRA are needed now more than ever.

My wish and that of our Board of Directors is that more partnerships can be established between ASPIRA, Inc. of New Jersey and those who are committed to developing our students. We all need to seek innovative ways to solve the dropout problems in our schools and give our young people a better chance in life.

Hilda Rosario
Executive Director

LEADERSHIP DEVELOPMENT



ASPIRA has identified the development of a better educated and more community conscious Hispanic youth as its primary mission. Leadership development at ASPIRA begins at the school level through a network of democratically organized and student operated clubs.

The ASPIRA clubs promote the ideals of community service and citizenship, and provide students with an organizational structure from which they can learn effective problem-solving methods. During the 1989/90 year there were fifteen active ASPIRA clubs statewide, operating out of high schools and community centers. Clubs planned visits to local colleges; organized field trips to museums; conducted bake sales and dances to raise money; and held workshops on topics of concern such as pregnancy prevention and alcoholism.

Every year student leaders from the clubs participate in the Leadership Development Retreat, which takes place at the Princeton Education Center in Blairstown New Jersey. Twenty-three students from the five ASPIRA centers learned more about assuming responsibility and working with others through a

series of outdoor group activities designed to foster leadership skills and teamwork. The retreat could be described as a type of "outward bound" experience. Highlighting the event this year was guest speaker, Luis Caban, Associate Director of Northeast-Midwest Voter Registration Project, who spoke to students on Hispanic demographics in New Jersey.

The leadership development process continues through ASPIRA's Public Policy Leadership Program. This program is designed to expose students to careers in the public and nonprofit sectors while developing their leadership skills. During the spring, a group of students is placed in local internships with City and State officials, and various community based organizations. They learn about leadership, public policy, law, politics, and communications, while making strong contacts with local leaders. Agustin Cruz did his internship with Superior Court Judge, Hon. Severiano Lisboa, while Hector Seda and his sister Dely chose to do theirs at the University of Medicine and Dentistry of New Jersey (UMDNJ) Hospital under the supervision of Dr. Eric Munoz, Medical Director.

Students participating in the Public Policy Leadership Program sponsor a statewide Youth Conference where they address problems which affect their schools and their communities. The topics this year were Education, The Dropout Problem, The Homeless, Crime and Violence, Parent/Student Relations and Teenage Sexual Behavior.



Those students who have achieved academic excellence, and demonstrated leadership and a commitment to their community are honored at the end of the academic year at the ASPIRA Awards Night Ceremony in June.

In July, the top four students participating in the ASPIRA of New Jersey programs were selected to participate in the ASPIRA Association Public Policy Leadership Program in Washington, D.C. This program offers students the opportunity to serve national internships with U.S. Representatives and Senators; high-ranking government officials; Hispanics in national public administration and political organizations; and members of the media. Delia Sosa, a graduate of Ferris High School in Jersey City, did her national internship with Dr. Antonia Novello, the U.S. Surgeon General.



COLLEGE AND CAREER AWARENESS

ASPIRA counselors make students aware of the opportunities that are available to them in higher education through counseling, workshops and seminars or conferences.

During the 1989/90 year, ASPIRA offered two Career Day Conferences with the assistance of Rutgers University in Camden and William Paterson State College in Wayne. Over 400 high school students from around the state attended these day long programs of lectures, workshops and orientation sessions. Students learned about educational programs and careers in law, journalism, computer science, political science and environmental biology amongst others.

A highlight of the 1989/90 year was the expansion of the Math and Science Program to the upper elementary school level. Fourth graders were shown the importance of math and science in their lives through a series of "hands-on" workshops funded by the American Association for the Advancement of Science.

At the ASPIRA's Annual Math and Science Conference, held at the New Jersey Institute of Technology, over two hundred students, representing nine high schools, participated in workshops on electrical, civil and aerospace engineering. All of the speakers who presented were Hispanic professionals and educators.

The Annual Health Careers Conference at the University of Medicine and Dentistry of New Jersey attracted over 100 high school students. The keynote speaker, Dr. Evelyn Montalvo from the Children's Hospital in Newark, shared with the students experiences that inspired her to become a physician. Students were also able to take a tour of the University facilities and receive instruction on general application procedures.



EARLY INTERVENTION

Despite an overall drop-out rate of sixty percent among teenage Hispanics in New Jersey, and fifty percent nationally, ASPIRA has been very successful in preventing dropout. Of the more than 28,000 youth who have participated in ASPIRA's programs since 1968, thousands have continued their education beyond high school. This success is due in part to ASPIRA's Early Intervention Program funded by the Turrell Fund.

ASPIRA Early Intervention begins at the middle school level. Our counselors are now working with students at Pyne Point Middle School in Camden, Junior High School #2 in Trenton and Broadway

Middle School in Newark. Counselors prevent students from dropping out by encouraging them to seek tutoring and attend pre-college programs, and keeping them involved in ASPIRA activities. Students are motivated to seriously think about their futures, and in the process complete junior high school.

This year the New Jersey Institute of Technology (NJIT) sponsored the first ASPIRA Math and Science Conference for middle school students. Students enjoyed the workshops and the opportunity to meet with role models. In addition, twenty-five ASPIRA students were placed in NJIT's pre-college program.



CULTURAL AWARENESS

"*For I am the new Puerto Rican.*" was the last triumphant phrase of the controversial play "Ariano," presented by the Puerto Rican Traveling Theater in February. As these words were said, a group of young Aspirantes sitting in the theater shouted in support as they witnessed the main character of the play overcome the contempt he felt for himself and his family for being Puerto Rican.

ASPIRA believes that young people cannot succeed unless they are aware and proud of their cultural heritage. To accomplish this ASPIRA sponsors many activities during the year to expose students to their own culture, be it Hispanic or African American.

In December, over 200 students attended the Cultural Awareness Conference held at Rider College in Lawrenceville. The Chair of the Hispanic Women's Task Force, Dr. Gloria

Bonilla Santiago was a powerful keynote speaker.

Field trips, such as the one to New York City to see "Ariano," were popular amongst the students. Students in the ASPIRA Dance Troupe taught others their culture by performing folkloric dances at schools, colleges and community centers around the state.

ASPIRA's presentation of the "Fiestas de Loiza Aldea" at the Puerto Rican Day Parades in Newark and Trenton was the cultural activity of the year. Over 200 students, parents, staff, and board members re-enacted this centuries old tradition for thousands of spectators at the parades. For two months before the event, they learned the history, made costumes and musical instruments, and practiced songs and dances. ASPIRA was awarded the first prize by the Newark Puerto Rican Day Parade Committee.



ASPIRA, Inc. of New Jersey**Balance Sheet**

June 30, 1990

Current Funds				
ASSETS				
	Unrestricted	Restricted	Fixed Asset	Total All Funds
Cash	\$ 238,208	\$ 27,421	—	\$ 265,629
Grants receivable	1,000	68,910	—	69,910
Due from The Aspira Association, Inc.	—	26,513	—	26,513
Property, equipment and improvements (net)	—	5,428	59,939	65,367
Other assets	10,953	1,100	—	12,053
Interfund transfer	(24,464)	24,464	—	—
	\$ 225,697	\$ 153,836	\$ 59,939	\$ 439,472
LIABILITIES AND FUND BALANCES				
Accounts payable and accrued expenses	\$ 5,214	\$ 5,212	—	\$ 10,426
Accrued payroll taxes	1,047	—	—	1,047
Grant advances	10,000	135,171	—	145,171
Due to The Aspira Association, Inc.	—	7,464	—	7,464
Total Liabilities	16,261	147,847	—	164,108
Fund balances	209,436	5,989	59,939	275,364
	\$ 225,697	\$ 153,836	\$ 59,939	\$ 439,472

SOL MASCH & COMPANY

CERTIFIED PUBLIC ACCOUNTANTS

1830 GRAND AVENUE

BALDWIN, NEW YORK 11510

Independent Auditor's Report On Financial Statements

Board of Directors
Aspira, Inc. of New Jersey

We have audited the accompanying balance sheet of Aspira, Inc. of New Jersey as of June 30, 1990, and the related statement of support, revenue and expenses and changes in fund balances, changes in financial position, and functional expenses for the year then ended. These financial statements are the responsibility of the company's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. An audit includes examining, on a test basis,

evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Aspira, Inc. of New Jersey as of June 30, 1990, and the results of its operations and the changes in its fund balances and its financial position for the year then ended, in conformity with generally accepted accounting principles.

Baldwin, New York
October 24, 1990

Sol Masch & Company

ASPIRA, Inc. of New Jersey

Statement of Support, Revenue and Expenses and Changes in Fund Balances

Year Ended June 30, 1990

Current Funds

	Unrestricted	Restricted	Fixed Asset Fund	Total All Funds
Public Support, Grants and Revenue:				
Corporations and foundations	\$ 155,075	\$ 149,510	\$ 9,980	\$ 314,565
Government grants	10,000	233,975	—	243,975
Transfers from The Aspira Association, Inc.	—	100,760	—	100,760
Community, including				
United Way	29,044	90,134	—	119,178
Miscellaneous	11,427	—	—	11,427
Transfers of administrative overhead	7,596	(7,596)	—	—
 Total public support, grants and revenue	213,142	566,783	9,980	789,905
EXPENSES:				
Program Services:				
Health career opportunities	937	70,462	—	71,399
Business career	1,441	79,206	—	80,647
Other career and educational counseling	17,368	426,232	—	443,600
 Total program services	19,746	575,900	—	595,646
Supporting Services:				
Management and general	138,570	—	21,490	160,060
Fund raising	41,244	—	250	41,494
 Total supporting services	179,814	—	21,740	201,554
 Total expenses	199,560	575,900	21,740	797,200
 Excess (Deficiency) of public support, grants and revenue over expenses	13,582	(9,117)	(11,760)	(7,295)
Transfers from (to) other funds	(9,530)	7,035	2,495	—
Fund balances, beginning of period	205,384	8,071	69,204	282,659
 Fund balances, end of period	\$ 209,436	\$ 5,989	\$ 59,939	\$ 275,364

These condensed statements have been prepared by management to provide an abbreviated view of Aspira, Inc. of New Jersey. They should not be substituted for or used in place of audited financial statements. Audited financial statements for the year ended June 30, 1990 are available from management on request.

ASPIRA, Inc. of New Jersey
Statement of Functional Expenses
Year Ended June 30, 1990

	Program Services				Supporting Services			
	Health careers opportunities	Business expenses	Other career and educational counseling	Total	Management and general	Pfund raising	Total	Total expenses
Salaries	\$ 57,246	\$ 42,042	\$ 229,220	\$ 328,508	\$ 40,081	\$ 16,383	\$ 56,464	\$ 384,972
Payroll taxes and fringe benefits	11,999	8,889	62,782	83,660	12,109	2,036	14,145	97,755
Total salaries and related costs	69,185	50,931	292,002	412,118	52,190	18,419	70,609	482,737
Board activities and meeting	—	—	—	—	1,177	—	1,177	1,177
Contributions and community support	—	—	—	—	192	—	192	192
Educational and program materials	—	1,774	5,214	6,988	—	—	—	6,988
Insurance	—	—	—	—	7,979	—	7,979	7,979
Interest	—	—	—	—	96	—	96	96
Occupancy, utilities and maintenance	1,593	7,855	41,239	50,687	27,138	3,017	30,155	80,842
Printing and publications	—	—	—	—	3,408	571	3,979	3,979
Professional fees and contractual services	—	9,237	44,401	53,638	23,248	16,922	39,170	92,808
Program activities, seminars and workshops	120	2,272	9,634	12,036	3,849	555	4,404	16,490
Scholarships and stipends	100	3,062	14,400	16,562	—	—	—	16,562
Supplies and equipment rental	—	1,496	9,899	11,395	7,489	831	8,320	19,715
Telephone and postage	—	2,612	10,063	12,675	6,338	929	7,267	19,942
Travel and meetings	401	2,408	14,666	17,475	5,195	—	5,195	22,670
Miscellaneous	—	—	—	—	1,271	—	1,271	1,271
Total expenses before depreciation and amortization	7,399	80,647	44,518	593,564	18,570	4,244	179,84	773,378
Depreciation and amortization	—	—	2,082	2,082	21,490	290	21,740	23,822
	\$ 71,399	\$ 80,647	\$ 44,518	\$ 595,564	\$ 160,060	\$ 41,494	\$ 201,554	\$ 797,200

Agency Contributors and Community Funds

American Association for the
Advancement of Math & Science
ASPIRA, A National Association
ASPIRA Inc of Florida
ASPIRA, Inc of Illinois
ASPIRA Inc of New York
ASPIRA, Inc of Pennsylvania
ASPIRA, Inc of Puerto Rico
Barney, Green & Associates, Inc
Barringer High School - Newark
Barringer Preparatory Jr High School
Bergen County Community College
Boticua Health Organization
Broadway Middle School
Caddwell College
Camden Board of Education
Camden High School
Channel 41 SIN
Channel 47 - WNJUTV
Connection Cable Corporation
C U R A
Dankia Enterprises
Dickinson High School
Department of Community Affairs
State of New Jersey
DeVry Technical Institute
Division on Civil Rights
State of New Jersey
Dr William H Horton School - Newark
Drew University
EastSide High School - Newark Paterson
The Education Law Center
Essex County College
Felician College
Ferris High School
FOCUS
Franklin School
Glassboro State College
HISPA
Hispanic Association of Colleges & Universities
Hispanic Association of Higher Education
Hispanic Bar Association
Hispanic Chamber of Commerce
Hispanic Women's Task Force
Hoechst Celanese Corporation
Hudson County Community College
International Ladies Garment Workers Union
International Union of Operating Engineers
JAMAS
Jersey City Board of Education
Jersey City State College

John F Kennedy High School - Paterson
Junior High School #2 - Trenton
K Mart - Pennsauken
Kean College of New Jersey
La Casa De Don Pedro, Inc
Mercer County Community College
Mercer County Hispanic Association
Mi Casita Day Care Center
Monmouth College
Montclair State College
Mount Sinai Medical School
National Association of Hispanic Engineers
Newark Board of Education
Newark Police Department
New Jersey Institute of Technology
New Jersey Network
New Jersey State College Governing
Board Association Inc
North Ward Center
Our Lady of Good Counsel High School
Passaic Board of Education
Paterson Alumni Association
Paterson Board of Education
Paterson Community Civic Organization
P I C O
Port Authority of New York & New Jersey
Princeton Education Center
at Blairstown
Princeton University
PROC FED, Inc
Puerto Rican Congress of New Jersey
Pyne Poynt Junior High School Camden
Rider College
Rutgers, The State University
of New Jersey
Seton Hall University
St Peter's College
Stevens Institute of Technology
Stockton State College
Taller Puertorriqueno
Technical Training Project
Tomas Rivera Center National
Institute for Policy Studies
Trenton Central High School
Trenton Board of Education
Union County College
United Way of Essex and West Hudson
University of Medicine and
Dentistry of New Jersey
William Paterson College
Woodrow Wilson High School - Camden

Corporations

Allied Signal, Inc.	Howard Bank
Anheuser-Busch	Howmedica
AT&T	IBM
Atlantic Electric	Jersey Central Power & Light
Atlantic Industries	Johnson & Johnson
Bally's Park Place Casino	Matsushita Electric Corporation of America
Bell Communications Research	Midlantic National Bank
Blue Cross & Blue Shield of New Jersey	Mutual Benefit Life
Bunbury Company, Inc.	Nabisco
Ciba-Geigy	National Westminster Bank of NJ
City National Bank	New Jersey Bell
Adolph Coors Co.	Public Service Electric & Gas
Crum & Forster	Sandoz, Inc.
Educational Testing Services	Squibb
Edwards & Kelcey	Supermarkets General Corporation
First Fidelity Bank	United Parcel Service
Goya Foods, Inc.	Warner Lambert
Hoechst Celanese	WNWK
Hoffmann-La Roche	

Foundations & Trusts

Allstate Foundation
Becton Dickinson Foundation
Mary Owen Borden Memorial Foundation
Campbell Soup Fund
Deluxe Check Printers Foundation
Max & Dora Cooper Family Foundation
Geraldine R. Dodge Foundation
Ford Foundation
Leighton & Carin Laughlin Trust
Merck Company Foundation
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Joseph E. Seagram & Sons, Inc. Fund
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Pew Memorial Foundation
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Roxiticus Fund
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Academic Achievement Counselor

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Leadership Development Counselor
Early Intervention Counselor
Leadership Development Counselor

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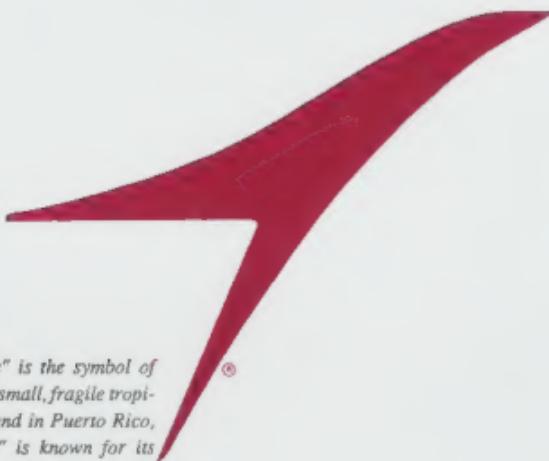
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The "pitirre" is the symbol of ASPIRA. A small, fragile tropical bird found in Puerto Rico, the "pitirre" is known for its agility and rapid flight and for its ability to outsmart, tire and defeat much larger birds. ASPIRA believes that the "pitirre" is a fitting symbol for young Hispanics. Aspirantes gain the confidence of the "pitirre" by acquiring knowledge and developing their leadership skills. They then can face and overcome seemingly overwhelming odds to become productive adults, returning to their communities the benefits of their skills and leadership.